

CIVIL SERVICE REFORM ACT OF 1978

TITLE IV

SENIOR EXECUTIVE SERVICE

COVERAGE: Managers and supervisors in current GS-16 through Executive level IV (about 8,000).

SIZE: Based on zero-based review of Agency program needs.

POSITIONS:

Career reserved - filled only by career appointment

General - filled by career, noncareer, limited appointment.

APPOINTMENTS:

Career - merit staffing; OPM approves managerial qualifications

Non career - no more than 10% of total SES positions

Limited term - 3 year limit, positions to expire

Limited emergency - 18 month limit; new position requiring immediate staffing

Five percent ceilings on limited appointments.

ENTRY INTO SES:

OPM certifies managerial qualifications of career executive candidates.

Agency determines qualifications for specific position for all types of appointments.

CIVIL SERVICE REFORM ACT OF 1978
TITLE IV
SENIOR EXECUTIVE SERVICE
PRIMARY PROVISIONS

COMPENSATION AND BENEFITS OF SES

Basic Pay:

- 5 or more levels of basic pay.
 - minimum = GS-16 at first step
 - maximum = Executive Level IV pay

- President adjusts basic pay annually and publishes new levels in Federal Register and reports them to Congress.
 - Current (January 1979) Presidential Basic Pay Plan for proposal to Congress to be effective 1 October 1979:

ER-I	-	\$44,756
ER-II	-	46,470
ER-III	-	48,250
ER-IV	-	50,100
ER-V	-	51,450
ER-VI	-	52,800

- Should Congress continue restrictions on pay ceiling, SES members will be restricted to current maximum pay up to \$47,500.

- Agency head sets basic pay of individual executives at one of the levels authorized.
- Only one pay adjustment per executive per year.
- If career executive's basic pay is to be reduced, must give 15 days notice.

Performance Awards for Career Executives:

- May be awarded lump sum payment once a year for full successful performance, up to 20% of basic pay; noncontinuing (must be earned each year).
- The maximum number of performance awards in an agency each year is equal to 50% of SES positions in the agency (if agency has 4 or more SES positions).

Ranks for Career Executives

- 5% of SES executives per year may be given rank of Meritorious Executive and get one-time lump sum payment of \$10,000.
- 1% of SES executives per year may be given rank of Distinguished Executive and get one-time lump sum payment of \$20,000.
- Career executives may receive same rank only once within 5 year period.
- Agency nominates, OPM recommends, President awards ranks.

Compensation Limit: Basic pay plus performance awards plus rank payment may not exceed pay of Executive Level I (currently \$66,000).

Other Benefits:

-- Annual Leave Accrual

SES members will not be limited in amount of earned annual leave carried over at end of annual leave year

-- Sabbaticals for Career Executives

- Agency head may grant sabbaticals (employee retains salary and benefits and agency may grant travel and per diem costs) for up to 11 months during any 10 year period.
- Career executives must have 7 years of service, 2 years in SES, not eligible for retirement, and agree to remain in civil service for 2 years after sabbatical.

PRESIDENTIAL BASIC PAY PLAN FOR THE SES

TO BE EFFECTIVE 1 OCT 1979

SES PAY SCHEDULE

ES - 1	\$ 44,756
ES - 2	\$ 46,470
ES - 3	\$ 48,250
ES - 4	\$ 50,100
ES - 5	\$ 51,450
ES - 6	\$ 52,800

OPM CONVERSION GUIDELINES

ES - 1	- New GS-16's
ES - 2	- Other GS-16's Step 1 New GS-16's Step 2
ES - 3	- Other GS-16's Step 2 GS-16's Step 3 Now Limited to \$47,500
ES - 4	- All other SES convertees
ES - 5	- based on Agency
ES - 6	determinations. - Conversion to ES-5 & ES-6 reserved for high levels of responsibility or unusually effective performance. ES - 6 - Current Exec Level IV's <u>must</u> be converted to ES-6